

# FOIA Electronic Reading Room

## Document Coversheet

**Document Description:** Contract N68936-03-P-0531

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**This document has been released in its entirety.**

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**Portions of this document have been excised pursuant to the Freedom of Information Act. The applicable portion(s) excised and the exemption(s) applied are below indicated.**

☐

Exemption (b)(1) Information excised is properly and currently classified in the interest of national defense or foreign policy

☐

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☐

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☐

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☐

Exemption (b)(8) Information excised is records for the use of any agency responsible for the regulation or supervision of financial institutions

☐

Exemption (6)(9) Information excised is records containing geological and geophysical information (including maps) concerning wells.

Please direct inquiries regarding this document to:  
Naval Air Warfare Center Weapons Division  
Code K00000D (FOIA)  
1 Administration Circle Stop 1009  
China Lake, CA 93555-6100.

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <b>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</b>				1. REQUISITION NUMBER 0010061729-0001		PAGE 1 OF 16	
2. CONTRACT NO. N68936-03-P-0531		3. AWARD/EFFECTIVE DATE 25-Jun-2003		4. ORDER NUMBER		5. SOLICITATION NUMBER N68936-03-T-0125	
7. FOR SOLICITATION INFORMATION CALL		a. NAME KIRSTEN M MCVAY		b. TELEPHONE NUMBER (No Collect Calls) (760) 939-1848		6. SOLICITATION ISSUE DATE 03-Jun-2003	
9. ISSUED BY CDR NAWCWD CODE 220000D ATTN: K. MCVAY (760) 939-1848 1 ADMIN CIR, BLDG 982 CHINA LAKE CA 93555-6100  TEL: FAX: (760) 939-8329		CODE N68936		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100% FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> SMALL DISADV. BUSINESS 8(A)  SIC: 7389 SIZE STANDARD: 5.0		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE	
				12. DISCOUNT TERMS NET 30		13 a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)	
				13 b. RATING		14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO  <b>SEE SCHEDULE</b>		CODE		16. ADMINISTERED BY  <b>SEE ITEM 9</b>		CODE	
17 a. CONTRACTOR/ OFFEROR KEY GROUP INC DAVID ANDERSON 410 ORCHARD ST FILLMORE CA 93015  TEL. (805) 524-5588		CODE DVG46 FACILITY CODE		18 a. PAYMENT WILL BE MADE BY DFAS - CLEVELAND CENTER & OPLOCS SAN DIEGO 4181 RUFFIN ROAD SAN DIEGO CA 92123-1819		CODE N68688	
<input type="checkbox"/> 17 b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18 b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18 a. UNLESS BLOCK BELOW IS CHECKED <input checked="" type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.		20. SCHEDULE OF SUPPLIES/ SERVICES <b>SEE SCHEDULE</b>		21. QUANTITY		22. UNIT	
				23. UNIT PRICE		24. AMOUNT	
25. ACCOUNTING AND APPROPRIATION DATA See Schedule				26. TOTAL AWARD AMOUNT [ ]			
<input type="checkbox"/> 27 a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4, FAR 52.212-3 AND 52.212-5 ARE ATTACHED.				ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED			
<input checked="" type="checkbox"/> 27 b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4, FAR 52.212-5 IS ATTACHED.				ADDENDA <input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED			
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.				29. AWARD OF CONTRACT: REFERENCE OFFER DATED YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30 a. SIGNATURE OF OFFEROR/CONTRACTOR				31 a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER) <i>Barbara J Hall</i>			
30 b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30 c. DATE SIGNED		31 b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) BARBARA J HALL / CONTRACT SPECIALIST		31 c. DATE SIGNED 25-Jun-2003	
32 a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED				33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	
32 b. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE				32 c. DATE		35. AMOUNT VERIFIED CORRECT FOR	
41 a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT				36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		37. CHECK NUMBER	
41 b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41 c. DATE		38. S/R ACCOUNT NUMBER		39. S/R VOUCHER NUMBER	
				40. PAID BY			
				42a. RECEIVED BY (Print)			
				42b. RECEIVED AT (Location)			
				42c. DATE REC'D (YY/MM/DD)		42d. TOTAL CONTAINERS	

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STANDARD FORM 1449 (10-95)  
Prescribed by GSA  
FAR (48 CFR) 53.212

(b)(4)

SECTION A Solicitation/Contract Form

CLAUSES INCORPORATED BY FULL TEXT

DUNS # 959055583

QUOTE # Key Group quote in accordance with solicitation N68936-03-T-0125 received 16 June 03.

SECTION B Supplies or Services and Prices

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001		1.00	Job	[ ]	[ ]
	BASIC YEAR - 1 JUL 03 THROUGH 30 JUN 04				
	FFP - NAWCWPN CHINA LAKE INFORMATION OPERATOR SERVICES.				
	SEE ATTACHED STATEMENT OF WORK AND WAGE				
	DETERMINATION FOR SWITCHBOARD OPERATOR-RECEPTIONIST				
	IN SECTION C.				
	PERIOD OF PERFORMANCE IS 1 JUL 03 THROUGH 30 JUN 04.				
	MILSTRIP NWCF				
	PURCHASE REQUEST NUMBER 0010061729-0001				

(b)(4)

ACRN AA Funded Amount	NET AMT	[ ]	[ ]
		[ ]	[ ]

(b)(4)

SECTION C Descriptions and Specifications



**NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE  
BASE TELEPHONE OPERATOR  
STATEMENT OF WORK**

**1.0 SCOPE OF WORK**

**A. The Contractor shall:**

- (1) Provide telephone directory assistance to the Naval Air Warfare Center Weapons Division and Naval Air Warfare Station, China Lake, California utilizing a Northern Telecom Meridian attendant console and a Dell PC furnished by the Government.
- (2) Provide continuous qualified coverage between the hours of 0700 to 1700, Monday through Thursday, and every other Friday excluding Government holidays. The period of performance is from 1 July 2003 to 30 June 2004 with two one-year options.
- (3) Use a variety of on-line and hard copy directories provided by the Government such as the DOD Directory, DSN Directory, Military and Civilian Rosters, individual code-generated telephone listings of personnel, code directories, commercial telephone directories, and other Government-provided sources of information.

**2.0 REQUIREMENTS**

**2.1 Telephone Operator(s).**

**A. The Telephone Operator shall:**

- (1) Provide the required directory assistance, sometimes under great pressure, while maintaining a pleasant and professional attitude.
- (2) Use a variety of reference materials and directories to resolve caller inquiries.
- (3) Provide telephone information and assistance including, but not limited to, telephone numbers, extensions, and location of individuals and organizations.
- (4) Advise callers on how to place long-distance calls.
- (5) Place local or long distance calls and provide assistance in setting up conference calls. The operator shall also forward overseas Defense Switched Network (DSN/AUTOVON) calls to the appropriate overseas operator.
- (6) Handle priority calls requiring pre-empting of circuits, sometimes under emergency conditions.
- (7) Maintain a current listing of all functional extensions frequently called.
- (8) Record all emergency calls in Emergency Logbook.
- (10) Update desk top procedures as changes occur.

**2.2 Place of Performance**

The place of performance is at the Naval Air Warfare Center, Building 02657, China Lake, California.

6/25/2003 10:53:00 AM AUT

6/25/2003

2.3 Technical Assistant

Name: Nancy Autrey  
Naval Air Warfare Center, Building 02657  
Code 724000D  
China Lake, CA 93555-6001  
Phone: (760) 939-8787  
FAX: (760) 939-2678

Alternate Technical Assistant

Name: Cindy Klassen  
Code 724000D  
China Lake, CA 93555-6001  
Phone: (760) 939-8786  
FAX: (760) 939-2678

**SECTION E Inspection and Acceptance****INSPECTION AND ACCEPTANCE TERMS**

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	N/A	N/A	N/A	N/A

**CLAUSES INCORPORATED BY FULL TEXT****E-TXT-04 INSPECTION AND ACCEPTANCE (DESTINATION) (APR 2002)**

Inspection and acceptance of the supplies or services to be furnished hereunder shall be made at destination by the receiving activity.

**SECTION F Deliveries or Performance****DELIVERY INFORMATION**

CLINS	DELIVERY DATE	UNIT OF ISSUE	QUANTITY	FOB	SHIP TO ADDRESS
0001	POP 01-JUL-03 TO 30-JUN-04	Job	1.00	Dest.	

**CLAUSES INCORPORATED BY REFERENCE:**

52.242-15	Stop-Work Order	AUG 1989
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**CLAUSES INCORPORATED BY FULL TEXT****F-TXT-10 SHIPPING INSTRUCTIONS (CHINA LAKE) (MAR 2003)**

SHIP TO: NAVAL AIR WARFARE CENTER WEAPONS DIVISION

Receiving Officer, Code 822223D

N68936-03-P-0531

China Lake, CA 93555-6100

Failure to mark each shipping label and packing list as indicated above may result in return of shipment at your expense, or will cause a delay in processing your invoice for payment.

**RECEIVING DOCK HOURS are Monday through Thursday, and Alternating Fridays, 0730-1530.** If you anticipate making delivery on a Friday please call Receiving at (760)939-2185 to verify receiving dock hours.

## SECTION G Contract Administration Data

## ACCOUNTING AND APPROPRIATION DATA

AA: 97X4930 NH2C 252 77777 0 054219 2F 000000  
 AMOUNT: [ ]

000005022700

(b)(4)

## CLAUSES INCORPORATED BY FULL TEXT

## G-TXT-15 INVOICING INSTRUCTIONS (CHINA LAKE) (APR 2002)

You must mail two (2) copies ☒ OR four (4) \_\_\_\_\_ copies of your invoice to:

COMMANDER  
 CODE J26000E  
 NAVAIRWARCENWPNDIV  
 575 I AVENUE SUITE 1  
 POINT MUGU CA 93042-5049

Please identify one (1) copy of this invoice with the word "ORIGINAL".

The invoice shall contain the following:

Company Name and Address  
 Invoice Number  
 Date of Invoice  
 Order Number: N68936-03-P-0531

In addition you must provide the purchase order line item number (e.g. 0001, 0001AA, etc.), description of supplies or services, period of performance, quantity, unit, unit price, and extended price on your invoice. If your invoice includes charges for services, they must be charged (listed) separately from supplies and state the period of performance. Failure to furnish the above information will result in late payment. Questions regarding these instructions should be referred to the above address or (805) 989-3969.

Payment information is now available through the DFAS Vendor Pay Inquiry System (VPIS) at <http://www.dfas.mil/money/vendor/>. Payment information can be traced using the contract number, check number, CAGE code, DUNS number, or invoice number. The information is available for 90 days after payment is made.

Any other questions regarding this order should be referred to the Contracting Office by contacting the person whose name and phone number appear in the 'Issued By Block' on the face of this order.

For Navy accounting purposes only:

P.O.C.: Nancy Autrey

Code: 723200D

Phone: (760) 939-8787

## SECTION I Contract Clauses

## CLAUSES INCORPORATED BY REFERENCE:

52.212-4	Contract Terms and Conditions--Commercial Items	FEB 2002
52.222-3	Convict Labor	AUG 1996
52.222-21	Prohibition Of Segregated Facilities	FEB 1999
52.222-26	Equal Opportunity	APR 2002
52.222-35	Equal Opportunity For Special Disabled Veterans, Veterans of the	DEC 2001

	Vietnam Era and Other Eligible Veterans	
52.222-36	Affirmative Action For Workers With Disabilities	JUN 1998
52.222-37	Employment Reports On Special Disabled Veterans, Veterans Of The Vietnam Era, and Other Eligible Veterans	DEC 2001
52.232-33	Payment by Electronic Funds Transfer--Central Contractor Registration	MAY 1999
52.233-3	Protest After Award	AUG 1996
252.204-7004	Required Central Contractor Registration	NOV 2001
252.219-7011	Notification to Delay Performance	JUN 1998
252.225-7001	Buy American Act And Balance Of Payments Program	APR 2003
252.225-7002	Qualifying Country Sources As Subcontractors	APR 2003
252.232-7003	Electronic Submission of Payment Requests	MAR 2003
252.243-7001	Pricing Of Contract Modifications	DEC 1991

#### CLAUSES INCORPORATED BY FULL TEXT

#### 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (APR 2001) (DEVIATION)

(a) Comptroller General Examination of Record. The Contractor agrees to comply with the provisions of this paragraph (a) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records-Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to the right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times, the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of form. This does not require the Contractor to create or maintain any record that the contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(b) The Contractor is not required to include any FAR clause, other than those listed below (and as may be required by an addenda to this paragraph to establish the reasonableness of prices under Part 15), in a subcontract for commercial items or commercial components -

- (1) 52.222-26, Equal Opportunity (E.O. 11246);
- (2) 52.222-35, Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 4212);
- (3) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793); and
- (4) 52.247-64, Preference for Privately-Owned U.S.- Flag Commercial Vessels (46 U.S.C. 1241)(flow down not required for subcontracts awarded beginning May 1, 1996); and
- (5) 52.222-41, The Service Contract Act As Amended (41 U.S.C. 351, et seq.) Subcontracts for certain commercial services may be except from coverage if they meet the criteria in FAR 22.1103-4(c) or (d) (see DoD class deviation number 2000-00006).

#### 52.237-2 PROTECTION OF GOVERNMENT BUILDINGS, EQUIPMENT, AND VEGETATION (APR 1984)

The Contractor shall use reasonable care to avoid damaging existing buildings, equipment, and vegetation on the Government installation. If the Contractor's failure to use reasonable care causes damage to any of this property, the Contractor shall replace or repair the damage at no expense to the Government as the Contracting Officer directs. If the Contractor fails or refuses to make such repair or replacement, the Contractor shall be liable for the cost, which may be deducted from the contract price.

**52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es): [www.arnet.gov/far/](http://www.arnet.gov/far/) or [www.farsite.hill.af.mil/](http://www.farsite.hill.af.mil/)

**52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (APR 1984)**

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any Defense Federal Acquisition Regulation (48 CFR Chapter 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

**252.212-7001 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS APPLICABLE TO DEFENSE ACQUISITIONS OF COMMERCIAL ITEMS (APR 2001) (DEVIATION)**

In addition to the clauses listed in paragraph (b) of the Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Items (DEVIATION) clause of this contract [FAR 52.212-5], the Contractor shall include the terms of the following clauses, if applicable, in subcontracts for commercial items or commercial components, awarded at any tier under this contract:

252.225-7014	Preference for Domestic Specialty Metals, Alternate I (10 U.S.C. 2241 note).
252.247-7023	Transportation of Supplies by Sea (10 U.S.C. 2631).
252.247-7024	Notification of Transportation of Supplies by Sea (10 U.S.C. 2631).

**SECTION J List of Documents, Exhibits and Other Attachments**

Wage Determination 90-2043 Rev (21)



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WAGE DETERMINATION NO: 94-2043 REV (21) AREA: CA,BAKERSFIELD

WAGE DETERMINATION NO: 94-2043 REV (21) AREA: CA,BAKERSFIELD  
 REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W. Gross Division of Wage Determinations  
 Director

Wage Determination No.: 1994-2043  
 Revision No.: 21  
 Date Of Last Revision: 06/17/2003

State: California  
 Area: California County of Kern

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.32
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	17.62
01030 - Court Reporter	17.04
01050 - Dispatcher, Motor Vehicle	14.52
01060 - Document Preparation Clerk	13.14
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.14
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	8.99
01116 - General Clerk II	10.11
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	15.93
01131 - Key Entry Operator I	11.13
01132 - Key Entry Operator II	13.63
01191 - Order Clerk I	11.78
01192 - Order Clerk II	12.28
01261 - Personnel Assistant (Employment) I	10.84
01262 - Personnel Assistant (Employment) II	12.17
01263 - Personnel Assistant (Employment) III	15.04
01264 - Personnel Assistant (Employment) IV	15.55
01270 - Production Control Clerk	15.16
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	12.46
01311 - Secretary I	12.46
01312 - Secretary II	15.28
01313 - Secretary III	15.93
01314 - Secretary IV	19.60
01315 - Secretary V	21.76
01320 - Service Order Dispatcher	14.64
01341 - Stenographer I	11.91
01342 - Stenographer II	13.80
01400 - Supply Technician	19.60
01420 - Survey Worker (Interviewer)	14.23
01460 - Switchboard Operator-Receptionist	9.74
01510 - Test Examiner	15.28
01520 - Test Proctor	15.28

<https://www.ceals.usace.army.mil/netacgi/nph-brs?sl=94-2043&op1=and&s2=&op2=and&s3=&op3=and&s...> 6/25/2003

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01531 - Travel Clerk I	9.47
01532 - Travel Clerk II	9.97
01533 - Travel Clerk III	10.80
01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.88
03041 - Computer Operator I	12.80
03042 - Computer Operator II	14.81
03043 - Computer Operator III	17.87
03044 - Computer Operator IV	20.00
03045 - Computer Operator V	22.16
03071 - Computer Programmer I (1)	15.63
03072 - Computer Programmer II (1)	18.99
03073 - Computer Programmer III (1)	21.74
03074 - Computer Programmer IV (1)	26.28
03101 - Computer Systems Analyst I (1)	16.36
03102 - Computer Systems Analyst II (1)	23.69
03103 - Computer Systems Analyst III (1)	25.85
03160 - Peripheral Equipment Operator	14.67
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.15
07010 - Baker	12.41
07041 - Cook I	11.20
07042 - Cook II	12.41
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.96
11060 - Elevator Operator	10.42
11090 - Gardener	9.74
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	9.64
11210 - Laborer, Grounds Maintenance	9.33
11240 - Maid or Houseman	7.14
11270 - Pest Controller	12.14
11300 - Refuse Collector	11.93
11330 - Tractor Operator	11.06

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11360 - Window Cleaner	10.63
12000 - Health Occupations	
12020 - Dental Assistant	13.05
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
12071 - Licensed Practical Nurse I	12.63
12072 - Licensed Practical Nurse II	14.19
12073 - Licensed Practical Nurse III	15.88
12100 - Medical Assistant	10.39
12130 - Medical Laboratory Technician	12.59
12160 - Medical Record Clerk	10.89
12190 - Medical Record Technician	13.12
12221 - Nursing Assistant I	7.48
12222 - Nursing Assistant II	8.40
12223 - Nursing Assistant III	9.16
12224 - Nursing Assistant IV	10.30
12250 - Pharmacy Technician	13.37
12280 - Phlebotomist	14.19
12311 - Registered Nurse I	17.51
12312 - Registered Nurse II	21.44
12313 - Registered Nurse II, Specialist	21.44
12314 - Registered Nurse III	25.93
12315 - Registered Nurse III, Anesthetist	25.93
12316 - Registered Nurse IV	30.83
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.01
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	21.28
13013 - Exhibits Specialist III	26.31
13041 - Illustrator I	15.55
13042 - Illustrator II	18.55
13043 - Illustrator III	22.87
13047 - Librarian	20.64
13050 - Library Technician	12.33
13071 - Photographer I	12.90
13072 - Photographer II	15.38
13073 - Photographer III	18.66
13074 - Photographer IV	22.83
13075 - Photographer V	28.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	8.31
15070 - Finisher, Flatwork, Machine	7.87
15090 - Presser, Hand	7.87
15100 - Presser, Machine, Drycleaning	7.87
15130 - Presser, Machine, Shirts	7.87
15160 - Presser, Machine, Wearing Apparel, Laundry	7.87
15190 - Sewing Machine Operator	9.18
15220 - Tailor	9.73
15250 - Washer, Machine	8.33
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	24.06
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.69
21020 - Material Coordinator	13.96
21030 - Material Expediter	13.96
21040 - Material Handling Laborer	10.38
21050 - Order Filler	12.17
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	12.32
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	12.47
21140 - Store Worker I	9.38

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21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.70
21210 - Tools and Parts Attendant	12.30
21400 - Warehouse Specialist	12.30
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.02
23040 - Aircraft Mechanic Helper	15.73
23050 - Aircraft Quality Control Inspector	21.22
23060 - Aircraft Servicer	18.00
23070 - Aircraft Worker	18.80
23100 - Appliance Mechanic	16.54
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	19.82
23130 - Carpenter, Maintenance	17.72
23140 - Carpet Layer	15.90
23160 - Electrician, Maintenance	20.15
23181 - Electronics Technician, Maintenance I	17.97
23182 - Electronics Technician, Maintenance II	19.88
23183 - Electronics Technician, Maintenance III	21.45
23260 - Fabric Worker	16.01
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.00
23340 - Fuel Distribution System Mechanic	19.81
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.04
23430 - Heavy Equipment Mechanic	18.95
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	19.29
23470 - Laborer	11.28
23500 - Locksmith	16.54
23530 - Machinery Maintenance Mechanic	20.33
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	18.70
23700 - Office Appliance Repairer	18.03
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	17.23
23800 - Plumber, Maintenance	16.54
23820 - Pneudraulic Systems Mechanic	19.04
23850 - Rigger	22.39
23870 - Scale Mechanic	17.02
23890 - Sheet-Metal Worker, Maintenance	17.23
23910 - Small Engine Mechanic	15.90
23930 - Telecommunication Mechanic I	21.77
23931 - Telecommunication Mechanic II	23.71
23950 - Telephone Lineman	21.77
23960 - Welder, Combination, Maintenance	17.23
23965 - Well Driller	19.04
23970 - Woodcraft Worker	19.04
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.76
24580 - Child Care Center Clerk	13.61
24600 - Chore Aid	8.04
24630 - Homemaker	14.56
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.81
25040 - Sewage Plant Operator	20.07
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	13.99
25210 - Water Treatment Plant Operator	20.07
27000 - Protective Service Occupations	
(not set) - Police Officer	25.52
27004 - Alarm Monitor	12.80

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27006 - Corrections Officer	22.51
27010 - Court Security Officer	24.02
27040 - Detention Officer	24.02
27070 - Firefighter	24.02
27101 - Guard I	9.80
27102 - Guard II	10.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.62
28020 - Hatch Tender	16.62
28030 - Line Handler	16.62
28040 - Stevedore I	14.08
28050 - Stevedore II	17.61
29000 - Technical Occupations	
21150 - Graphic Artist	13.19
29010 - Air Traffic Control Specialist, Center (2)	28.21
29011 - Air Traffic Control Specialist, Station (2)	19.46
29012 - Air Traffic Control Specialist, Terminal (2)	21.43
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	26.30
29035 - Computer Based Training (CBT) Specialist/ Instructor	16.36
29040 - Civil Engineering Technician	21.90
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	11.33
29082 - Engineering Technician II	13.52
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	19.89
29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	29.43
29090 - Environmental Technician	16.63
29100 - Flight Simulator/Instructor (Pilot)	23.69
29160 - Instructor	16.36
29210 - Laboratory Technician	15.59
29240 - Mathematical Technician	19.88
29361 - Paralegal/Legal Assistant I	15.00
29362 - Paralegal/Legal Assistant II	19.07
29363 - Paralegal/Legal Assistant III	23.33
29364 - Paralegal/Legal Assistant IV	28.21
29390 - Photooptics Technician	21.82
29480 - Technical Writer	25.67
29491 - Unexploded Ordnance (UXO) Technician I	17.93
29492 - Unexploded Ordnance (UXO) Technician II	21.70
29493 - Unexploded Ordnance (UXO) Technician III	26.01
29494 - Unexploded (UXO) Safety Escort	17.93
29495 - Unexploded (UXO) Sweep Personnel	17.93
29620 - Weather Observer, Senior (3)	17.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
29622 - Weather Observer, Upper Air (3)	15.49
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	6.73
31290 - Shuttle Bus Driver	11.20
31300 - Taxi Driver	10.48
31361 - Truckdriver, Light Truck	11.20
31362 - Truckdriver, Medium Truck	14.81
31363 - Truckdriver, Heavy Truck	15.07
31364 - Truckdriver, Tractor-Trailer	15.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.15
99030 - Cashier	8.17

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99041 - Carnival Equipment Operator	13.24
99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	17.93
99300 - Lifeguard	9.42
99310 - Mortician	17.93
99350 - Park Attendant (Aide)	11.84
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	15.58
99610 - Sales Clerk	9.10
99620 - School Crossing Guard (Crosswalk Attendant)	8.09
99630 - Sport Official	9.42
99658 - Survey Party Chief (Chief of Party)	14.51
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
99660 - Surveying Aide	9.63
99690 - Swimming Pool Operator	12.72
99720 - Vending Machine Attendant	10.95
99730 - Vending Machine Repairer	13.72
99740 - Vending Machine Repairer Helper	11.80

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH &amp; WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

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operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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